Health & Commerce Weekly Pandemic Webinar Series

December 9, 2020

This information in this presentation is current as of December 1, 2020. This is an ongoing situation and information is subject to change. The information contained is not comprehensive but meant to give a basic overview, for further information on anything below visit the resources listed, contact ACCD, or contact the Vermont Department of Health.

VERMONT AGENCY OF COMMERCE & COMMUNITY DEVELOPMENT DEPARTMENT OF HEALTH

COVID-19 Symptoms and Quarantine Requirements

COVID-19 Response – Primary Prevention Team

Vermont Department of Health

December 9, 2020

Primary Prevention Team's Role and Responsibilities

<u>The Vermont Department of Health's Primary Prevention Team:</u>

- Works with groups, facilities, agencies, and other entities to help them prepare prior to cases being identified.

- Creates guidance documents, presentations, and reference materials for specific populations.

- Answers questions about COVID-19 prevention.

- Reviews and provides feedback on documents, plans, and protocols.

COVID-19 shares many [symptoms](#) with other common illnesses

Symptoms of COVID-19

Symptoms of COVID-19	Strep Throat	Common Cold	Flu	Asthma	Seasonal Allergies
FEVER	✓		✓		
COUGH		✓	✓	✓	✓
SORE THROAT	✓	✓	✓		✓
SHORTNESS OF BREATH				✓	
FATIGUE		✓	✓	✓	✓
DIARRHEA OR VOMITING	✓		✓		
RUNNY NOSE		✓	✓		✓
BODY/ MUSCLE ACHES	✓	✓	✓		

✓ Symptom of illness

CDC

cdc.gov/coronavirus

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What are the symptoms of COVID-19?

Fever or chills

Cough

Shortness of breath or difficulty breathing

Fatigue

Muscle or body aches

Headache

New loss of taste or smell

Sore throat

Congestion or runny nose

Nausea or vomiting

Diarrhea

This list does not include all possible symptoms.

Symptoms can be from mild to severe and appear 2-14 days after exposure to the virus that causes COVID-19.

Some people with COVID-19 never develop symptoms.

The virus can be spread by people who do not have symptoms or who haven't developed symptoms <u>yet.</u>

What should you do if you have symptoms?

- If you or a staff member develop symptoms at work, stay away from other people and go home immediately. If you develop symptoms at home, stay home and call in to inform your supervisor.

- Call your primary care provider to determine if a test is recommended. If you do not have a primary care provider, you can call 2-1-1 to get a referral to testing.

- Stay home and away from others.

What is the difference between isolation and quarantine?

Isolation

Isolation is for people who test positive or who develop symptoms that are likely to be COVID-19 based on conversation with a primary care provider. They should stay home and away from others until isolation can be discontinued.

Quarantine

Quarantine is for people **with no symptoms** who may have been exposed to COVID-19.

If a person develops symptoms of COVID-19, they should begin isolation and consult with their primary care provider about if it makes sense to get a test.

Who needs to quarantine?

Quarantine is for people <u>who do not have symptoms</u> and who:

- Were in <u>close contact</u> with someone sick with COVID-19
  - Close contact is being within 6 feet of someone sick with COVID-19 for 15 minutes or more over a 24-hour period

- Are Vermonters who traveled out of state

- Are people with who are visiting Vermont

- Are people who have gathered with another household

Who <u>does not</u> need to quarantine?

- People who are not close contacts

- People who must travel for <u>essential purposes</u>, including school or work

- <u>**Contacts of Contacts**</u>
  If someone was not in direct contact with a person with confirmed COVID-19, they do not need to quarantine. This includes:

  - If you live with or care for someone who is quarantining because they were exposed to someone with COVID-19

EXAMPLES OF CLOSE CONTACTS	EXAMPLES OF NOT CLOSE CONTACTS
You live in the same home	You were their cashier at the grocery store
You are intimate partners	You are a pharmacist who gave the person medication
You rode in the same car while the person was infectious	You were in front of the person in line at the store
You had dinner together while the person was infectious	You're a coworker who briefly walked by to ask a question

NOTE: If someone is <u>not</u> required to quarantine for one purpose, it <u>does not</u> exempt them from quarantine requirements if they fit another category.

How do people find out they are close contacts and start quarantine?

When someone tests positive for COVID-19, a member of the contact tracing team reaches out to them. It is always a live person that reaches out.

The contact tracer will work with the person who has COVID-19 to determine with whom they were in close contact starting two days prior to symptom onset (or two days prior to positive test if asymptomatic).

Close contacts should quarantine for 14 days from the last date of possible exposure. On or after day 7, people in quarantine can get a test through their provider or pop-up site. They must remain in quarantine until getting back test results. If the test is negative, they may discontinue quarantine.

If they develop symptoms at any point during quarantine, they must immediately begin isolation and call their primary care provider.

Return-to-Work after COVID-19 positive test

People who test positive for COVID-19 will be advised to stay home from work and other activities until:

- fever has resolved for at least 24 hours without the use of fever-reducing medications, and other symptoms (like cough or shortness of breath) have improved

– AND –

- at least 10 days have passed since symptoms first appeared.

For people who had a positive test and were asymptomatic, at least 10 days must pass since they tested positive.

Return-to-work after a COVID-19 positive test

- Proof of a negative test for COVID-19 should **<u>not</u>** be required to return to work if someone has been diagnosed with COVID-19 and **<u>has completed</u>** isolation requirements.
  - Re-testing is not recommended within 90 days of a positive test result
  - The Health Department cannot issue a letter saying the person has completed isolation

- Employers can [keep employees safe](#) by following [prevention guidance](#) in their workplace.

Hannah Hauser and Jen Pistole

VDH COVID-19 Response Primary Prevention Team
AHS.VDHCOVID19PreventionResponse@vermont.gov

STEPS TO TAKE IF SOMEONE TESTS POSITIVE

- **If you learn of a positive case at your business**, contact the Health Department's Infectious Disease Epidemiology team. Call 802-863-7240 (Mon - Fri 7:45 a.m. - 4:30 p.m, choose Option 3, outside those hours, choose Option 7).

- **In addition, if you learn of a positive case at your business or an employee alleges that they contracted COVID-19 at your business, you must notify your workers' compensation insurer and request that it file a first report of injury.**

    The Department of Financial Regulation has ruled that this filing will NOT impact your WC experience rating). The Legislature has created presumptions of compensability, and defenses to those presumptions, for work-related cases of COVID-19.

- More information on this may be found here: https://labor.vermont.gov/sites/labor/files/doc_library/memo%20on%20passage%20of%20S342%28Act%20150%29.pdf

- If you have questions, contact the Vermont Department of Labor Workers' Compensation & Safety Division at 802-828-2286 or email the Workers' Compensation Division at: LABOR.WCComp@vermont.gov

Q: If an employee travels at any point for leisure (vs. "essential travel"), is the business responsible for paying sick-leave during their 7/14 day quarantine period?

A: Because the quarantine is mandated by the Governor's Emergency Order, the provisions of the Emergency Paid Sick Time Act of the FFCRA apply. This would include up to 80 hours of paid sick time at the regular rate. The reason for the out of state travel is immaterial. The Act does not apply to health care workers, and employers with fewer than 50 employees may claim a hardship exemption. More information here:

https://www.dol.gov/agencies/whd/pandemic/ffcra-questions

Q: If an employee is exposed at work, is the business responsible for paying sick leave during the quarantine period?

A: Yes. In addition, if the employee is exposed at work, the employer should file a First Report of Injury with the Department of Labor's. If the claim is accepted as compensable, and the insurance carrier pays indemnity benefits, the carrier will be credited the paid sick time against any weekly indemnity payments.

Department of Labor & Federal Cares Act
FAQ's

VERMONT AGENCY OF COMMERCE & COMMUNITY DEVELOPMENT
DEPARTMENT OF HEALTH

Q: Is an employee eligible for unemployment during a quarantine period?

A: Yes, but . . .
- If the employer is subject to the Emergency Paid Sick Time Act, then it should pay the two weeks of paid sick time first, which would disqualify the employee from filing a weekly claim for unemployment benefits for those weeks.
- If the employee has already exhausted their Emergency Paid Sick Time benefits, or their employer is not covered by the law, (see FAQ above), then the employee would potentially be entitled to unemployment benefits. This is a fact-specific determination. *For example, an employee who knowingly traveled out of state for a non-essential reason is essentially making themselves unavailable for work during the quarantine period, which may be disqualifying.*

Q: What options do employers have to limit non-essential travel by employees?

A: As a general rule, an employer has little control over what an employee does on their personal time. But employers can set expectations for their employees.
- For example: an employer can request that leave or vacation time be requested in advance. An employer can also require employees to disclose when they have traveled out of state such that they are subject to a quarantine order.
- If an employer makes it clear to an employee that they are required to be at work Monday morning, for example, and the employee travels out of state over the weekend and subjects themselves to quarantine, that may be an appropriate subject for discipline. Like all other workplace policies, expectations regarding attendance and travel should be administered and enforced uniformly.

Department of Labor & Federal Cares Act
FAQ's

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COVID-19 RESOURCE CENTER FOR BUSINESSES

https://accd.vermont.gov/covid-19

- Mask Mandate: https://accd.vermont.gov/covid-19/restart/masks

- Cross State Travel Map & Information: https://accd.vermont.gov/covid-19/restart/cross-state-travel

- Sector Guidance: https://accd.vermont.gov/content/stay-home-stay-safe-sector-specific-guidance

- Work Safe Guidance: https://accd.vermont.gov/news/update-new-work-safe-additions-stay-home-stay-safe-order

- Work Safe FAQs for Businesses: https://accd.vermont.gov/covid-19/business/stay-home-stay-safe-business-faqs

- Unemployment Information: https://accd.vermont.gov/covid-19/business#unemployment

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ONLINE RESOURCES FOR BUSINESSES

- Resources for Business (ACCD)
- Stay Home Stay Safe FAQs for Businesses (ACCD)
- Businesses and Employees (VDH)
- Close Contacts & Contact Tracing (VDH)
- COVID-19 Frequently Asked Questions (VDH)
- General Business Frequently Asked Questions (CDC)
- When to Quarantine (CDC)
- COVID-19 Employer Information for Office Buildings (CDC)
- Ventilation and Coronavirus (COVID-19) (EPA)
- Disinfectants for Coronavirus (COVID-19)
- Prevent COVID-19 (VDH)

DOCUMENT RESOURCES FOR BUSINESSES

- What to do when your co-worker has COVID-19 (VDH)
- What do I do if my employee tests positive for COVID-19? (VDH)
- What to do if you are a close contact of someone who is diagnosed with COVID-19? (VDH)
- What is isolation, quarantine and self-observation? (VDH)
- Waiting for COVID-19 test results? (VDH)

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DEFINITIONS

Close Contact

Close contact means being within 6 feet, for a total of 15 minutes or more over a 24-hour period, of someone who has tested positive for COVID-19 during their infectious period.

Testing Positive for COVID-19

Diagnosis is based on a positive laboratory test. There are many other diseases that can have symptoms like COVID-19, but only people who receive a positive laboratory test are considered to have COVID-19

Contact Tracing

When a person tests positive for COVID-19, staff from the Health Department reaches out to them to see who they were in close contact with while they were infectious. Contact tracing is used to provide education, support and guidance to people who are diagnosed with COVID-19. It is also used to identify people who have been in close contact with them, so they can take steps to stop the disease from spreading to others.

Infectious Period

This is the time during which someone infected with COVID-19 has the potential to spread it to others. The infectious period starts two days (48 hours) before any symptoms begin, or for people who did not have symptoms, two days before they got tested and continues until they recover.

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DEFINITIONS

Isolation

Isolation is when people with COVID-19 stay home, and away from other people, until they have recovered, to prevent further spread. Learn about the timeline for people with COVID-19 (with symptoms and without symptoms) from being exposed to being released from isolation.

Quarantine

Quarantine is for:

- people who were in close contact with someone sick with COVID-19 (day 1 of your quarantine starts the day after you were last in contact with them)
- Vermonters who travel out of state (day 1 of your quarantine starts the day after you return to Vermont)
- people with no symptoms who are visiting Vermont (day 1 of your quarantine starts the day after you arrive in Vermont)
- people who have gathered with another household (day 1 of your quarantine starts the day after the gathering)

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CONTACT THE VERMONT DEPARTMENT OF HEALTH

Sign up for the Vermont Department of Health Weekly COVID-19 Update

PHONE: 802-863-7240
Monday - Friday 8:15 a.m. - 5:30 p.m.
Saturdays & Sundays 10:00 a.m. - 3:00 p.m.
Outside those hours, leave a message and your call will be returned.

For general questions (not health-related):
CALL: 2-1-1
CALL: 1-866-652-4636.
EMAIL: AHS.VDHPublicCommunication@vermont.gov.

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